Plan Overview

A Data Management Plan created using DMPonline

Title: The Influence of AI Integration In Human Resource Management: Assessing The Adoption And Impact On The Future Of Work

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Project abstract:

The research investigates the influence of AI integration in HRM, focusing on its adoption, challenges, and overall impact on HR operations, particularly in the UK retail sector, and its future transformation. The analysis through survey data gathered from 150 respondents show that AI integration in HRM is positively perceived. Challenges in HRM moderately correlate with AI integration. Key findings show that AI is seen as a solution to HR challenges like recruitment and compliance, and strategic planning significantly enhances AI's impact on HR operations. The main conclusion is that AI integration in Human Resource Management (HRM) offers significant benefits, addressing HR challenges such as recruitment and compliance while enhancing operational efficiency. Positive perceptions and strategies are crucial; however, barriers require strategic planning.

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Copyright information:

The Influence of AI Integration In Human Resource Management: Assessing The Adoption And Impact On The Future Of Work

Data Collection

What data will you collect or create?

Type: Primary quantitative
Format: Structured close-ended survey questions
Volume: Survey Data gathered from 150 respondents
Demographic Information: Age, gender, current job role in the organisation, experience and size of the organisation
Variables: Challenges and Impacts of AI Adoption in HRM and Perceptions and Strategies for AI Adoption (Independent Variables) and Extent of AI Integration in HR Operations (Dependent Variable)

How will the data be collected or created?

The primary quantitative or survey data will be collected through the use of Google Form. Then data will be downloaded in Excel format and the file will be named as *Research Data*. The quality and consistency of data collection will be controlled and documented through Calibration, Repeat Samples and Measurements (Nominal, Ordinal and Ratio).

Documentation and Metadata

What documentation and metadata will accompany the data?

Confidentiality of survey data and anonymity of survey participants will be given a top priority along with the collection of accurate responses from relevant participants. In spite of the availability of the data to the researcher, they will also be stored within the digital repository of the University. Metadata will contain descriptive information about data whereas documentation will require containing information related to methodology used, definition of variables, units of measurement etc.

Ethics and Legal Compliance

How will you manage any ethical issues?

Ethical issues will be managed by obtaining informed consent from participants prior to their involvement in the research. They will be assured about the maintenance of confidentiality of their identities. They will have the right to withdraw at anytime in case of their reluctance for being involved. In this way, the adherence to the principles of research ethics will be emphasised.

How will you manage copyright and Intellectual Property Rights (IPR) issues?

Giving credit to original authors, obtaining permission or license prior to using materials from others and maintaining confidentiality of participants are the ways of managing copyright and intellectual property right issues. The shared or publish data will adhere to the regulations pertinent to copyright and IPR.

Storage and Backup

How will the data be stored and backed up during the research?

The act of storing and backing up data will be facilitated through utilising digital repository of the University along with the researcher's own google drive. The principal investigator will be responsible for ensuring that data are stored and they have back up.

How will you manage access and security?

The principal investigator will have access to raw data the security of which can be ensured through encryption and restricted access control which will result in the prevention of unauthorised access to data.

Selection and Preservation

Which data are of long-term value and should be retained, shared, and/or preserved?

After the completion of the data analysis and submission of the final dissertation, survey data obtained from respondents will be of no use. However, their disclosure to the other researchers will be ensured for the sake of the advancement in academic research in future.

What is the long-term preservation plan for the dataset?

There is long-term preservation plan for the dataset. They will be deleted following the completion of the research.

Data Sharing

How will you share the data?

The data will be shared with those who will conduct research in future in the selected topic specific domain or area. The potential users will find out about my data through digital repository of the University.

Are any restrictions on data sharing required?

Yes, until the research is complete and the University officially approves the act of sharing data through its digital repository.

Responsibilities and Resources

Who will be responsible for data management?

Principle Investigator and Researcher.

What resources will you require to deliver your plan?

Google Drive